

Special Announcements

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THE MANY ASPECTS OF THE COMMISSION'S WORK

The area of intergroup relations embraced by the Commission's activities often includes cases illustrating that good intentions alone are not enough—empathy and sheer education are also required. A classic recent case began with a newspaper advertisement: The township of ... requires an Indian chief to participate in 150th anniversary celebrations ... Knowledge of Indian history, folklore and crafts an asset ... Should have own regalia ... be an outgoing personality." The expressions might seem innocuous at first glance if one were unaware of the viewpoint of the native Indian community in such matters, and of the sensitivity of minority groups in general. The Union of Ontario Indians felt that the ad represented a desire to portray the Indian as "some sort of oddity". Moreover, since a "chief" is an elected head, it was like advertising for a mayor who has his own chain of office. The U.O.I. also noted that the ad was reverse discrimination which still contravened the regulations for employment ads under the Ontario Human Rights Code; the U.O.I. suggested that an approach to an Indian organization would have been the correct alternative.

The Commission took the U.O.I.'s complaint and brought the township manager together with the complainant. The former explained that their intentions had been of the best, to honour the township's earliest residents and to "show respect for both cultures"; he granted the bad taste of the ad. To fulfill the original objective, he requested the U.O.I. to seek someone who would work with him to express, during the celebration, "a binding of the two communities". The township manager also asked the Commission to meet with his top personnel in an educative effort. Complete cooperation was afforded to the Commission by both the township and the U.O.I.; it is expected that all parties will be fully satisfied by the conciliation of this case.

The Ontario Commission played host to the fourth annual workshop of Canadian administrators of human rights legislation in Toronto on March 17-19. Representatives from the federal government and four provincial jurisdictions attended, as well as three American representatives from the International Association of Official Human Rights Agencies: James H. Blair, Director of the New Jersey Division of Civil Rights, Mrs. Carole Williams, Commissioner, and Miss Ruth Rasmussen, Director of the Compliance Division, both of the Michigan Civil Rights Commission. A very full exchange of experiences and practices took place.

The Ottawa office of the Commission obtained a declaration from the Mayor of Ottawa, Kenneth H. Fogarty, Q.C., that the City of Ottawa proclaims 1971 as International Year for Action to Combat Racism and Racial Discrimination, as initiated by the United Nations. It "further resolved that all municipal authorities and public agencies be formally encouraged to implement some special program or event marking this important International Year, and that all private organizations, service clubs, secular and religious bodies be urged to do likewise, and that all be encouraged to contact the Ontario Human Rights Commission for suggestions." The Commission's efforts are an implementation of the U.N. General Assembly's designation of the International Year. Among the intentions of the Assembly, as expressed by Secretary-General U Thant, is to ensure "full enjoyment by all of both civil and political rights and economic, social and cultural rights ... without any distinctions such as race, colour, national or ethnic origin ..." The Commission hopes to hear from other municipal councils endorsing the U.N. initiative.

A Human Rights Steering Committee has been formed in Thunder Bay, under Commission auspices, and will hold its first meeting in mid-May. The International Year is in the forefront of their thinking: the planned meeting will be public and a prominent speaker will be invited to speak on the theme of the International Year.

The summer influx of tourists to Ontario will encounter a pamphlet for tourists welcoming them to the Province and informing them of the public accommodation provisions of the Code. The pamphlet will be available at all tourist information centres, chambers of commerce and similar sources of tourist information. A 30-second radio spot announcement will also carry the same message on tourists' car radios.

A unique Report is due in a few months on the employment of visible minority performers and models in television commercials and photographic advertising. The Report will be the outcome of hearings held by a Review Committee appointed by the Commission after complaints were received by performers. Professor Frederick Elkin, sociologist at York University and Dr. Daniel G. Hill, Director of the Commission, heard 26 submissions from all segments of the industry, from performers to sponsors. The Committee also commissioned a monitoring report on the media. On the basis of this evidence, Professor Elkin, Chairman of the Committee, will produce his Report. Many community groups, such as the National Black Coalition and the Canadian Jewish Congress, and the Canadian Radio-Television Commission, sent observers to some of the hearings.

The Commission's contest for a distinctive logo, which was open to all high school and community college art students, with \$300 as the prize, was won by Miss Marilee Duce, a Grade 10 art student at Westmount Secondary School in Hamilton. The Hamilton *Spectator* printed a smiling picture of the attractive teenager holding her winning design. The Commission received 1,021 entries from 223 entrants, all of them demonstrating that much thought had gone into the precise significance of human rights and the Commission's work.

The Chinese community in Toronto was intensively canvassed during February, March and April by Edward Kwan, special projects officer. He distributed 3,725 copies of a Chinese translation of the Commission brochure "Your Rights Are Protected" as well as information on the storefront office, Services For Working People, to 34 organizations, 299 individuals and 172 offices. He will shortly be working in the same way in the Hamilton community. In the course of his contact work he also learned that a number of Chinese residents have faced problems of discrimination.

The East Indian community in Toronto was the subject of a study by human rights officer Sita Ramanujam. She discovered that most are professionals with advanced training in Europe or the U.S. who have held responsible positions in India before emigrating. The 15,000 East Indians in Toronto tend to be organized into a number of groups. There are 33 associations in Toronto. Nine of these were contacted by the officer, who ascertained the areas of discrimination against them. Notable among her conclusions was that the East Indians have faith that they will overcome any current employment discrimination which they face.

The Filipino community in Toronto has also been studied by a human rights officer, Mark Nakamura. The 7,000 Filipinos in Toronto are mostly single, professional people and, like the East Indians, have repeatedly encountered the obstacles of "Canadian experience" as well as degree recognition. In some instances, they have had to accept jobs inferior to their qualifications. Officers of the Filipino Association expect that there will be 10,000 in Toronto by 1975. There are three other organizations as well, reflecting the diverse nature of the community, based on region of origin and dialect.

A second **O.P.P.-Indian** liaison committee has been formed, under Commission auspices, for the O.P.P.'s Sudbury District and will hold its first meeting on the Manitoulin Island Indian Reserve early in June. The first Committee, covering the Algoma District, has held several meetings as the prototype for a means of permitting a frank exchange of experiences and ideas between Indians and the O.P.P., thus opening effective lines of communication for better relations.

Working on the problems of the Indians in northern Ontario involves, for the Commission, employment which is a basic human right. Hence the Thunder Bay office's Ojibwa-speaking officer, C. W. John, is launched on an **Indian employment project**, which involves determining which Indians are qualified to work for contractors with Ontario Government contracts, and then meeting with the contractors and presenting the names and qualifications of the job applicants. Six jobs have been obtained in this way and there is a promise of 40 more. The officer is also arranging job training through the Ontario Industrial Training Branch and the federal Manpower Centre. The O.P.P. has asked the officer to inform the Indian community that employment is open and available for candidates for constable jobs, and as translators.

To ascertain the employment and educational **profile of the Black community** in the Owen Sound area, the Windsor office of the Commission arranged for a special projects officer, Jo-Anne Jenkins, to cooperate with the federal Fair Employment Practices Branch. The completed Report limits itself to the last five years and clarifies the Black's educational levels, trades, skills and economic position. The Report fills in the gaps in last year's Report of the Owen Sound Human Rights Committee. That Committee is now in a position to initiate an affirmative action program.

The Commission's **community consultation** work assumed an all-embracing form when the Windsor office invited leaders of organizations, churches and clubs serving the Black community to a conference April 17 to discuss ways in which they could be most effective in their work. Lyle Talbot of the federal Fair Employment Practices Branch participated, along with Commission staff from the Toronto and Windsor offices.

The Commission took the opportunity afforded by the **course** offered to Indians at **Confederation College** in Thunder Bay and Kenora on business administration, to obtain one day to inform the students about the Commission. The course will be a regular one, to aid Indians in administration of band affairs and other business dealings, and the Commission will continue to give its one-day course.

The Ottawa office of the Commission has participated in five **R.C.M.P. community relations** training programs for senior police officers. The Commission was first approached in 1969 to lead a discussion seminar on "The Community in Conflict." Our emphasis is on human rights legislation and the related work of the Commission.

The Department of Labour's **storefront office** continues to give service to immigrants at the rate of over 1000 enquiries a month. The office, called Services for Working People, and located on College Street near Spadina Avenue, is operated by the Commission in cooperation with the Employment Standards Branch, Industrial Training Branch and the Women's Bureau.

The **Age Discrimination Act** was publicized in poster cards on subways and buses in Toronto. The public's eye was caught by the lead caption, "If somebody says you're too old for the job, read him the Act," and the tear-off coupons were taken with gratifying dispatch. A new booklet, "Problems of the Older Worker", has been prepared and distributed widely. Copies are available upon request.

